

ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS

1.	Meeting:	Environment Scrutiny Panel
2.	Date:	19 May 2005
3.	Title:	Update on Progress of the Neighbourhoods Restructure
4.	Programme Area:	Neighbourhoods

5. Summary

To update Scrutiny on the status of the restructure of the Neighbourhoods Programme Area.

6. Recommendations

TO CONTINUE SUPPORT FOR THE FULL IMPLEMENTATION OF THE NEW STRUCTURE.

7. Proposals and Details

A report was submitted on 6 August 2004 setting out new structures for the Programme area with a further update report given in January 2005. Appendix 1 sets out the final structures which have been subject to consultation with staff and trade unions on a continual basis. In the main the changes have been implemented to strengthen the front line services.

Recruitment to the new posts is almost complete. A total of 295 FTEs have been successful in obtaining a new post (62% of these appointments represent a promotion). In terms of job matches, a total of 162 FTE remaining the same principally within the Neighbourhood Services departments. Some posts were advertised externally and 12 new employees have joined the programme area.

As we are now in the latter stages of the restructure, some employees have been placed in posts using the redeployment procedures. This has resulted in 9 people having their salaries protected. There are still 9 members of staff who we are still to be placed and it is anticipated that this will be completed by the end of May.

8. Finance

The amendments made to the original structure strengthen the front line services whilst giving additional savings. Originally it was anticipated savings of £750,000 could be achieved, this has now risen to £1m. See Summary below.

	<u>Cost</u>	<u>Bottom of</u>	<u>Vacancy</u>	<u>Net Cost</u>
	<u>Top of Grade</u>	<u>Grade</u>	<u>Factor 5%</u>	<u>at Scale</u>
				<u>max</u>
2010 Rotherham Ltd	£16,855,804	£15,247,364	842,790	16,013,014
Neighbourhood Services	£6,957,447	£6,477,446	347,872	6,609,575
Neighbourhood Development	£2,003,097	£1,813,815	100,155	1,902,942
Directorate	£514,296	£487,319	25,715	488,581
<u>Total</u>	£26,330,644	£24,025,944	1,316,532	25,014,112
Available Budget 2004/05	27,168,303			
Saving	- 837,659	- 3,142,359		

9. Risks and Uncertainties

A number of employees remain absent due to long term illness. As employees become fit to attend for interview they are being interviewed. Two employees have been offered posts when they return. Sickness Absence procedures are being followed throughout this process should any employees be unfit to return to work.

10. Policy and Performance Agenda Implications

11. Background Papers and Consultation

The Restructure was originally reported to this meeting in August 2004 and in January 2005.

**Contact Name: Odette Stringwell,
HR Manager,
odette.stringwell@rotherham.gov.uk**